# MEMBERSHIP FEE

Fairness is first priority in GPA Union. Therefore, the individual membership fee depends on the income of our members. You get union protection for only 1% of your gross income.



**Example:** If you earn EUR 1,672.45 gross, your monthly membership fee amounts to EUR 16.72.

#### TAX-DEDUCTIBLE

The membership fee is fully deductible from your wage tax. Therefore, you pay less taxes (see table "wage tax advantage"). If the membership fee is directly deducted from the salary/wage (deduction from salary/wage by the employer), the tax reduction is already considered at payroll accounting.

#### NOT INCLUDED IN THE MEMBERSHIP FEE

Overtime (also lump sums), vacation and Christmas bonuses, personal allowances, redundancy payments and similar payments.

#### MARGINAL AMOUNT

A (maximum) marginal amount for the membership fee is calculated every year. Members can voluntarily pay a higher fee. In 2025, the monthly **marginal fee is EUR 40.80**.

#### **OTHER MEMBERSHIP FEES**

Atypical employees (free journalists with press card, free-lancers, crowd workers, trade licence holders without employees) pay 1% of their gross income and a minimum membership fee of EUR 10.00.

If the monthly income varies, the contract period – and in cases of longer contracts the last 6 months – serve as the basis for the calculation of a monthly average membership fee.

# REGULAR MONTHLY PAYMENTS LIABLE FOR CONTRIBUTIONS

Salary/wage/apprenticeship compensation, dirty-work and danger bonuses, severity allowances, commissions and bonuses, termination and vacation compensations, reduced salary/wage upon part-time parental leave, partial pension.

#### NON-CONTRIBUTORY PERIODS

After a paid duration of membership of at least 6 months, these periods are credited as membership periods: statutory maternity protection, parental leave for the period stipulated by law or works agreement, military or civilian service, development assistance, educational leave, full-time family hospice leave, unpaid sick leave.

#### **FIXED MONTHLY FEES**

- Unemployed members, secondary membership (primary membership with another trade union), unpaid leave and early maternity protection
- Marginally employed employees (salary below the marginal employment threshold)
   EUR 3.00

EUR 3.00

- Military conscripts, civilian servants, childcare beneficiaries without prior membership EUR 3.00
   Retired employees\* EUR 5.00
- Retired employees\*
   Retired journalists with press card
   EUR 5.00
   EUR 10.00

#### **FIXED YEARLY FEES**

School and university students\* EUR 12.00
 Extraordinary membership EUR 36.00

Please submit the **membership application** to your works council or post it to GPA Union, Service Centre, Alfred-Dallinger-Platz 1, 1030 Wien in a stamped envelope.



You can also become a member online: www.gpa.at/join-the-union

# WAGE TAX ADVANTAGE

| Wage Tax' Actual Saving Membership Fee | 3.40 13.60   | 4.00         | 7.50 17.50   | 9.00         | 16.30 24.50  |
|--|--------------|--------------|--------------|--------------|--------------|
| Wage Tax* W                            | 20,60        | 70,90        | 161,20       | 282,50       | 575,20       |
| Wage Tax*<br>Non-Member                | 24.00        | 74.90        | 168.70       | 291.50       | 591.50       |
| Membership Fee<br>1 %                  | 17.00        | 20.00        | 25.00        | 30.00        | 40.80        |
| Salary/Wage<br>(Gross)                 | EUR 1,700.00 | EUR 2,000.00 | EUR 2,500.00 | EUR 3,000.00 | EUR 4,080.00 |



# **GPA UNION IN AUSTRIA**

# **SERVICE-HOTLINE:** +43 (0)5 0301

Gewerkschaft GPA
Service-Center
1030 Wien, Alfred-Dallinger-Platz 1
Tel.: +43 (0)5 0301
Fax: +43 (0)5 0301-300
E-Mail: service@gpa.at

www.gpa.at

### (

1030 Wien, Alfred-Dallinger-Platz 1

#### GPA Niederösterreich 3100 St. Pölten. Gewerkschaftsplatz 1

GPA Burgenland

#### 7000 Eisenstadt, Wiener Strake 7

GPA Steiermark

### 8020 Graz, Karl-Morre-Straße 32

GPA Kärnten 9020 Klagenfurt, Bahnhofstraße 44/4

#### GPA Oberösterreich

4020 Linz, Volksgartenstraße 40

#### GPA Salzburg

5020 Salzburg, Markus-Sittikus-Straße 10

#### **GPA Tirol**

6020 Innsbruck, Südtiroler Platz 14-16

#### GPA Vorarlberg

6900 Bregenz, Reutegasse 11

# YOU NEVER WORK ALONE!

There is power in the union.



<sup>\*</sup> Exceptions apply for the legal representation in court, see www.gpa.at/rechtsschutz

# DEINE **GEWERKSCHAFT**



**Barbara Teiber** Chair of GPA Union

**GPA Union** is a non-partisan employees' representation based on voluntary membership. We are committed to decent working conditions, fair income and social welfare. We represent the interests of employees, apprentices, atypical employees, school and university students and retired employees.

We protect the income of hundreds of thousands of employees. Together with over 10,000 works councils, we ensure that the rights of employees are respected. With your membership you strengthen the trade union movement and you make an important contribution for decent working conditions and fair payment!

#### **YOUR FAIR PAY**

GPA Union negotiates about 170 collective agreements at branch level every year. The collective agreement stipulates your income and your working time. There is no statutory minimum wage in Austria and many other important labour laws matters are regulated by collective agreements only. Regular salary increases and vacation and Christmas bonuses are only possible with a strong union.

The more members support us, the stronger we are together in enforcing better salary agreements!

# DEINE **VORTEILE**



### **TOP ADVICE**

As GPA member you can count on top advice on all matters regarding your employment relationship. Our experts provide proficient answers to questions like "Do I get paid correctly?" or "Which collective agreement applies to me?".

We also support you in case of complicated issues regarding sickness, accident or pension.



### **LEGAL PROTECTION**

You can count on GPA Union as a strong partner by your side upon legal problems at work. Our experts provide qualified counselling and try to solve problems with your employer. If necessary, our legal experts represent you in court for free.

Legal protection is effective for all disputes which are directly related to your employment and don't contradict any trade union principles.\*

GPA Union wins more than EUR 50 million for its members every year!



### PROFESSIONAL LIABILITY INSURANCE

You have insurance cover up to EUR 100,000, if you negligently cause personal or material damage relating to your employment (except for damages to your employer).\*



### **BENEFITS WITH** YOUR GPA CARD

- Shopping discounts
- Holiday offers



Hundreds of special offers and all details on the trade union services and benefits are available at www.qpa.at/ service (in German).

### PROFESSIONAL LEGAL PROTECTION **INSURANCE**

You have insurance cover up to EUR 20,000, if you claim compensation for a damage suffered in pursuance of your professional activity.\*



### **UNEMPLOYMENT SUPPORT**

Many employees are affected negatively by economic changes. The trade union also supports its members in emergency situations.

Upon submitting a confirmation of the Public Employment Service (AMS), you receive up to EUR 200 in addition to the statutory unemployment benefit. After a membership period of 2 years, you receive the unemployment support for 3 months; after a membership period of 3 years for 6 months.

More information (in German) at: www.gpa.at/service



## **TOP INFORMATION**

The GPA membership magazine KOMPETENZ (in German) regularly brings the latest information from the world of work to your home. You also find us at www.gpa.at as well as on Facebook, Instagram, Twitter and YouTube.









- Discounts on cultural events

# **YES! I JOIN THE UNION!**

| □ Female                              | □ Male           | □ Diverse  | <b></b>     |                   |          |
|---------------------------------------|------------------|--|-------------|-------------------|----------|
| Academic degre                        | e                |  |             |                   |          |
| Surname                               |                  |  |             |                   |          |
| First name                            |                  |  |             |                   |          |
| Date of birth                         |                  |  |             |                   |          |
| Address                               |                  |  |             |                   |          |
| Postal code/Plac                      | ce of residence. |  |             |                   |          |
| Phone                                 |                  |  |             |                   |          |
| Email                                 |                  |  |             |                   |          |
| In order to inforr<br>employer and th |                  | on collective bar<br>nic sector.                         | gaining, we | ask you to indi   | cate you |
| Employed at                           |                  |  |             |                   |          |
| Address                               |                  |  |             |                   |          |
| Sector                                |                  |  |             |                   |          |
| Current occupat                       | tion             |  |             |                   |          |
| Please tick as a                      | propriate:       |  |             |                   |          |
| □ Salaried emplo                      | oyee 🗆 Worke     | er 🗆 Apprentic   | ce/ yr.     | □ School stude    | ent      |
| □ University stud                     | lent   Contro    | act for work and s                                       | ervices     | □ Temporary 6     | employe  |
| ☐ Freelance serv                      | vice contract    | □ Secondary me   | mbership    | □ Marginally €    | mploye   |
| Month/year of jo                      | oining GPA Unic  | on:  |             |                   |          |
| Gross income:                         |                  |  |             |                   |          |
| mum amount a                          | djusted every    | amounts to 1%<br>year (for informo<br>ship fee is tax-de | ation in Ge |                   |          |
| □ I consent tha                       | t the Austrian T | rade Union Fede  | ration (ÖGI | 3), the publishii | ng hous  |

of the Austrian Trade Union Federation (ÖGB-Verlag) and/or the Association of Austrian Trade Union Education (VÖGB) may contact me by phone or electronic

post (§ 107 TKG) in order to inform me on services, such as offers for tickets, books

and events, and to communicate further information

I can withdraw my consent at any time.

I pay my membership fee by (please tick as appropriate):

#### □ Deduction from salary/wage by the employer

I consent that my trade union fee is to be deducted from my salary/wage/apprenticeship compensation by my employer. Therefore, I give my consent that the personal data required for membership payment (the data specified overleaf and trade union affiliation, data on membership fees, collective agreement affiliation, date of entrance and leaving, leave periods, military/civilian service periods, retirement and changes in address) may be processed by my employer and the trade union, whereas I can withdraw my consent to deduction from wage/salary at any time.

| □ SEPA Direct Debit Mandate I authorise GPA Union to debit the payments of my membership fee from maccount by SEPA Direct Debit Mandate. Likewise, I instruct my financial institution to honour the SEPA Direct Debit Mandates drawn by GPA Union on my account I can claim a refund of the amount debited within eight weeks, starting fron the date on which my account was debited. Thereby, the terms and condition agreed with my financial institution apply. The membership fee is collected on the last day of the month. If I gave my consent but no longer wish deduction of my membership fee from my salary/wage or if I leave the company or if such deduction is no longer possible, the payment method may be changed without prior notice to direct debit from the account indicated below. |
|--|
| IBAN   |
| BIC  |
| Date/Signature   |

I take note of the content of the data protection information below (also available in German at www.oegb.at/datenschutz) by voluntarily agreeing to this information.

ÖGB-ZVR-Nr.: 576439352, CID: AT48ZZZ00000006541

#### **DATA PROTECTION INFORMATION**

The protection of your personal data is our controlled processors. Data is not transferred special concern. With this data protection information, we inform you about the most im- sent. Data processing is exclusively performed portant aspects of data processing within the within the European Union. scope of membership administration. Comprehensive information in German on the Regarding the processing of your personal handling of your personal data by the Austri- data, you have the right to access, rectifian Trade Union Federation (ÖGB)/GPA Union cation, erasure and restriction of processing is provided at www.oegb.at/datenschutz.

The Austrian Trade Union Federation (ÖGB) is Protection Authority (www.data-protectionthe responsible data controller for processing authority, qv.at) as supervisory authority, if your data. We process your data specified you consider the processing of your data overleaf with full confidentiality and exclusi- illegitimate. vely for the purpose of trade union membership administration for the period of your trade union membership, or as long as there are GPA Union claims resulting from your membership. Your 1030 Wien, Alfred-Dallinger-Platz 1 ÖGB/GPA Union membership constitutes the Phone.: +43 (0)5 0301 legal basis for processing your data; if you Email: service@gpa.at have agreed to the deduction of your membership fee from your wage/salary by the ÖGR employer, the legal basis is provided by your 1020 Wien, Johann-Böhm-Platz 1 consent to processing the therefor necessary Phone: +43 (0)1 534 44-0 additional data.

Email: oegb@oegb.at

You can reach us through:

Data processing is performed by ÖGB/GPA You can reach our data protection officer at Union itself or by contractually assigned and datenschutzbeauftragter@oegb.at.

against ÖGB/GPA Union. At any time, you may

submit a complaint with the Austrian Data



Please submit the membership application to your works council or post it to GPA Union, Service Centre, Alfred-Dallinger-Platz 1, 1030 Wien in a stamped

\*) Upon paid membership of at least 6 months.